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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges and universities, based on two surveys of 738 and 485 institutions conducted in 1988-89 and 1992-93 respectively. Data are provided for the following disciplines: History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts. A summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1992-93, for both public and private institutions is presented for each discipline. Data from institutions participating in both years are compared with each other and with the consumer price index. Average salaries by rank, the faculty mix percentage, and comparisons with other disciplines and between the public and private institutions are also included. The participating institutions are listed. (GLR)

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SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1989-90 AND 1992-93
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts

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Foreword

TO THE EDUCATIONAL RESOURCES
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1992-93. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1989-90 and 1992-93 surveys were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields, 19 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 19 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private participating institutions. Of the 278 public institutions which participated in CUPA's public survey of 1989-90, 188 also participated in the 1992-93 survey. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's private survey of 1989-90, 297 also participated in the 1992-93 survey. Data from those same 297 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 19 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 19 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1989-90 and 1992-93) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 39 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN HISTORY

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including history. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of history in the CIP is as follows:

An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institu-

tions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of history in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of history in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 46701 976	163	36511 431	137	28818 343	123
FAC MIX				27310 101	62
PCT: 0.54		0.24		0.06	0.02
SALARY					1.00
FACTOR: 0.98		0.95		0.88	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 1459		38628 11578		31938 12067	30892
FAC MIX				2249	24285
PCT: 0.35		0.28		0.05	0.07
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50861 923	166	39894 404	142	31280 408	126
FAC MIX				30505 104	68
PCT: 0.52		0.23		0.06	0.03
SALARY					1.00
FACTOR: 0.97		0.94		0.88	0.97
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885		42528 12077		35529 12869	34198
FAC MIX				1862	26557
PCT: 0.35		0.28		0.04	0.07
PRIVATE, 1989-90:					
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
AVERAGE					
SALARY: 45771 541	212	36095 367	166	28329 286	154
FAC MIX				28602 69	51
PCT: 0.44		0.30		0.06	0.02
SALARY					1.00
FACTOR: 0.97		0.97		0.92	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138		37041 8025		30809 8093	29894
FAC MIX				1382	24640
PCT: 0.32		0.31		0.05	0.06
PRIVATE, 1992-93:					
DISCIPLINE: SOCIAL SCIENCES					
MAJOR FIELD: HISTORY					
AVERAGE					
SALARY: 52313 551	215	41059 351	161	32386 311	164
FAC MIX				30865 46	42
PCT: 0.44		0.28		0.04	0.03
SALARY					1.00
FACTOR: 0.97		0.97		0.92	0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627		42539 8327		35164 8585	33342
FAC MIX				1122	27900
PCT: 0.32		0.31		0.04	0.05
ALL RANKS					
SALARY NUM N/IN					

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 166 of the 188 public institutions. The average salary of the 1,792 faculty was \$40,266. This average salary was approximately 3.8 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of history was reported in 168 of the same 188 public institutions. The average salary of the 1,781 faculty was \$43,241. This average salary was approximately 1.2 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of history after three years in the public institutions studied was 7.4 percent (\$43,241 minus \$40,266 equals \$2,975). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.5 percent or 1.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of history (7.4), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent (10.2% minus 7.4% equals 2.8%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 54 percent vs. 19 percent, and in the 1992-93 study it is 52 percent vs. 23 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public stu-

dies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.6 percent (101/1792) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.8 percent (104/1781) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 260 of the 297 private institutions. The average salary of the 1,218 faculty was \$38,341. This average salary was 1.8 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of history was reported in 263 of the same 297 private institutions. The average salary of the 1,251 faculty was \$43,484. This average salary was .7 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 13.4 percent (\$43,484 minus \$38,341 equals \$5,143). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of history (13.4), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.2 percent (14.6% minus 13.4 equals 1.2) more than faculty in history.

In the discipline/major field of history, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 44 percent vs. 23 percent (1989-90), respectively; and 44 percent vs. 25 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in history was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.7 percent (69/1,218) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.7 percent (46/1,251) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,042 (4.4%) faculty in the discipline/major field of history participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty sala-

ry in the discipline/major field of history in 1989-90 in the public and private studies were 4 percent and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in history in 1992-93 in the public and private studies were 1 percent above and 1 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in history in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living.

Third, in the discipline/major field of history the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of history in both the public and private studies is an established discipline in academia.

Finally, the hiring rate of new assistant professors in history in both the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the private studies the hiring rate was higher than in ALL MAJOR FIELDS in 1989-90 but lower in 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of history is being developed, it is anticipated that articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Carleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Cinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including home economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of home economics in the CIP is as follows:

A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 103-19.).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460

institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of home economics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of home economics in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS					
<u>PUBLIC, 1989-90:</u>					
AVERAGE SALARY: 45926 113 43	36991 157 55	30796 212 57	30255 27 21	23730 95 43	34281 577 68
FAC MIX PCT: 0.20	0.27	0.37	0.05	0.16	1.00
SALARY FACTOR: 0.96	0.96	0.96	0.98	0.98	0.88
ALL MAJOR FIELDS					
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
AVERAGE SALARY: 51560 95 43	40744 158 46	34477 202 51	33490 18 16	26619 71 37	38384 526 59
FAC MIX PCT: 0.18	0.30	0.38	0.03	0.13	1.00
SALARY FACTOR: 0.98	0.96	0.97	0.98	1.00	0.90
ALL MAJOR FIELDS					
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS					
<u>PRIVATE, 1989-90:</u>					
AVERAGE SALARY: 37292 16 12	32074 37 25	28058 60 28	30000 6 4	22636 14 12	29793 127 38
FAC MIX PCT: 0.13	0.29	0.47	0.05	0.11	1.00
SALARY FACTOR: 0.79	0.87	0.91	1.00	0.92	0.79
ALL MAJOR FIELDS					
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<u>PRIVATE, 1992-93:</u>					
AVERAGE SALARY: 39944 12 10	36493 33 22	32511 57 26	34419 7 4	25965 5 4	34267 107 32
FAC MIX PCT: 0.11	0.31	0.53	0.07	0.05	1.00
SALARY FACTOR: 0.74	0.86	0.92	1.03	0.93	0.79
ALL MAJOR FIELDS					
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 68 of the 188 public institutions. The average salary of the 577 faculty was \$34,281. This average salary was approximately 13.2 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of home economics was reported in 59 of the same 188 public institutions. The average salary of the 526 faculty was \$38,384. This average salary was approximately 11.4 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of home economics after three years in the public institutions studied was 12 percent (\$38,384 minus \$34,281 equals \$4,103). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in home economics average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of home economics (12%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent (12% minus 10.2% equals 1.8%) less than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 20 percent vs. 37 percent, and in the 1992-93 study it is 18 percent vs. 38 percent, respectively. The differences in faculty mix percentage at the

ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.7 percent (27/577) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.4 percent (18/526) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 38 of the 297 private institutions. The average salary of the 127 faculty was \$29,793. This average salary was 26.4 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of home economics was reported in 32 of the same 297 private institutions. The average salary of the 107 faculty was \$34,267. This average salary was 26 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 15 percent (\$34,267 minus \$29,793 equals \$4,474). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of home economics (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 13 percent vs. 47 percent (1989-90), respectively; and 11 percent vs. 53 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (6/127) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6.5 percent (7/107) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,337 (1%) faculty in the discipline/major field of home economics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States parti-

cipated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of home economics in 1989-90 in the public and private studies were some 12 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1992-93 in the public and private studies were 10 percent and 21 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in home economics in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of home economics the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in home economics in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was lower in the 1989-90 study but higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of home economics is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is chairperson and an associate professor of home economics Appalachian State University.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Craig-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hoistra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (IA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including library science. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of library science in the CIP is as follows:

A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25.).]

This article presents a summary of the overall average salary increases in the discipline/major field of library science from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460

institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library science faculty in both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of library science in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of library science in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES					
MAJOR FIELD: LIBRARY SCIENCE					
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45126	60	26	36687	89	36
FAC MIX			38908	142	34
PCT: 0.19			0.44		0.04
SALARY					0.09
FACTOR: 0.95			0.91		0.79
					0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675	14459		38628	11578	
FAC MIX			31938	12067	
PCT: 0.35			0.28		0.29
					0.05
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES					
MAJOR FIELD: LIBRARY SCIENCE					
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50892	43	20	41426	86	29
FAC MIX			32797	104	26
PCT: 0.16			0.33		0.40
SALARY					0.03
FACTOR: 0.97			0.97		0.92
					0.82
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457	14885		42528	12077	
FAC MIX			35529	12869	
PCT: 0.35			0.28		0.30
					0.04
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES					
MAJOR FIELD: LIBRARY SCIENCE					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 41320	12	11	31904	54	23
FAC MIX			28015	48	22
PCT: 0.09			0.40		0.36
SALARY					0.05
FACTOR: 0.87			0.86		0.91
					0.84
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 17390	8138		37041	8025	
FAC MIX			30809	8093	
PCT: 0.32			0.31		0.31
					0.05
DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES					
MAJOR FIELD: LIBRARY SCIENCE					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 62585	9	6	40480	41	17
FAC MIX			30948	55	23
PCT: 0.08			0.35		0.47
SALARY					0.06
FACTOR: 1.16			0.95		0.88
					0.80
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149	8627		42539	8327	
FAC MIX			35164	8585	
PCT: 0.32			0.31		0.32
					0.04

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 45 of the 188 public institutions. The average salary of the 321 faculty was \$33,686. This average salary was approximately 15.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of library science was reported in 33 of the same 188 public institutions. The average salary of the 263 faculty was \$37,768. This average salary was approximately 13.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of library science after three years in the public institutions studied was 12.1 percent (\$37,768 minus \$33,686 equals \$4,082). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in library science average faculty salaries over the three-year period by .8 percent or an average of .27 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of library science (12.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent (12.1% minus 10.2% equals 1.9%) less than faculty in the discipline/major field of library science.

The reader may note that the faculty mix percentage in library science is significantly lower at the professor rank than at the assistant professor rank in the 1989-90 study: 19 percent vs. 44 percent, and in the 1992-93 study it is

16 percent vs. 40 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in library science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.7 percent (12/321) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.7 percent (7/263) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 34 of the 297 private institutions. The average salary of the 134 faculty was \$30,947. This average salary was 21.7 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of library science was reported in 24 of the same 297 private institutions. The average salary of the 116 faculty was \$36,101. This average salary was 19.6 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in library science after three years in the private institutions studied was 16.7 percent (\$36,101 minus \$30,947 equals \$5,154). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of library science (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (16.7% minus 14.7% equals 2%) less than faculty in library science.

In the discipline/major field of library science, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 9 percent vs. 36 percent (1989-90), respectively; and 8 percent vs. 47 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library science was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (7/134) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6 percent (7/116) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of library science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 834 (.6%) faculty in the discipline/major field of library science participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public insti-

tutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of library science in 1989-90 in the public and private studies were some 13 percent and 18 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in library science in 1992-93 in the public and private studies were 12 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in library science in the public institutions received an average annual salary increase of .27 below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of library science the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in library science in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study, it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of library science is being developed, it is anticipated that this research will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Linda Veltze is an assistant professor of library science at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Amherstia College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
 Faith Baptist Bible College &
 Theological Seminary (IA)
 Ferrum College (VA)
 Franciscan University of Steubenville (OH)
 Franklin and Marshall College (PA)
 Franklin College (IN)
 Franklin Pierce College (NH)
 Furman University (SC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgetown University (DC)
 Georgian Court College (NJ)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grinnell College (IA)
 Guilford College (NC)
 GMI Engineering & Management Institute (MI)
 Hampton University (VA)
 Hastings College (NE)
 Hebrew College (MA)
 Heidelberg College (OH)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Iona College (NY)
 John Carroll University (OH)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 Lake Forest College (IL)
 Lakeland College (WI)
 Lebanon Valley College of Pennsylvania (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lewis and Clark College (OR)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Linfield College (OR)
 Loras College (IA)
 Louisiana College (LA)
 Loyola College in Maryland (MD)
 Loyola University, New Orleans (LA)
 Luther College (IA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Manhattan College (NY)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College Tarrytown (NY)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Milligan College (TN)
 Millikin University (IL)
 Mills College (CA)
 Moravian College (PA)
 Morris Brown College (GA)
 Mount Mercy College (IA)
 Mount Saint Mary's College (MD)
 Mount St. Clare College (IA)
 Mount Union College (OH)
 Muhlenberg College (PA)
 Muskingum College (OH)
 Neumann College (PA)
 New Hampshire College (NH)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College of Ohio (OH)
 Ohio Northern University (OH)
 Ottawa University (KS)
 Otterbein College (OH)
 Ouachita Baptist University (AR)
 Our Lady of Holy Cross College (LA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Philadelphia College of Textiles and Science (PA)
 Piedmont College (GA)
 Pikeville College (KY)
 Point Park College (PA)
 Presbyterian College (SC)
 Principia College (IL)
 Quincy College (IL)
 Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of mathematics in the CIP is as follows:

A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 119--27.).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institu-

tions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of mathematics in the 1989-90 public study means that their average salary is the same, as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS					
<u>PUBLIC, 1989-90:</u>					
AVERAGE SALARY: 47872 958 171	38820 874 164	31860 835 169	30920 151 84	22849 345 110	37940 3012 183
FAC MIX PCT: 0.32	0.29	0.28	0.05	0.11	1.00
SALARY FACTOR: 1.00	1.00	1.00	1.00	0.94	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
AVERAGE SALARY: 52729 1018 169	42246 854 169	34918 858 169	33237 122 76	25506 324 91	41905 3054 181
FAC MIX PCT: 0.33	0.28	0.28	0.04	0.11	1.00
SALARY FACTOR: 1.01	0.99	0.98	0.97	0.96	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<u>PRIVATE, 1989-90:</u>					
AVERAGE SALARY: 47607 496 189	36961 530 206	30312 521 209	30947 79 56	23482 144 97	36887 1691 281
FAC MIX PCT: 0.29	0.31	0.31	0.05	0.09	1.00
SALARY FACTOR: 1.00	1.00	0.98	1.04	0.95	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<u>PRIVATE, 1992-93:</u>					
AVERAGE SALARY: 53732 533 189	41854 557 214	34599 525 230	32419 76 67	26554 124 77	42213 1739 287
FAC MIX PCT: 0.31	0.32	0.30	0.04	0.07	1.00
SALARY FACTOR: 0.99	0.98	0.98	0.97	0.95	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 183 of the 188 public institutions. The average salary of the 3,012 faculty was \$37,940. This average salary was approximately 2.2 percent below than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 181 of the same 188 public institutions. The average salary of the 3,054 faculty was \$41,905. This average salary was approximately 2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of mathematics after three years in the public institutions studied was 10.5 percent (\$41,905 minus \$37,940 equals \$3,965). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in mathematics average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of mathematics (10.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent (10.5% minus 10.2% equals .3%) less than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 32 percent vs. 28 percent, and in the 1992-93 study it is also higher: 33 percent vs. 28 percent, respectively. The differences in faculty mix per-

centage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (151/3,012) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4 percent (122/3,054) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 281 of the 297 private institutions. The average salary of the 1,691 faculty was \$36,887. This average salary was 2.1 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 287 of the same 297 private institutions. The average salary of the 1,739 faculty was \$42,213. This average salary was 2.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 14.4 percent (\$42,213 minus \$36,887 equals \$5,326). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of mathema-

tics (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in mathematics.

In the discipline/major field of mathematics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 29 percent vs. 31 percent, respectively; and higher in the 1992-93 study: 31 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (79/1,691) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (76/1,739) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,496 (7%) faculty in the discipline/major field of mathematics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of mathematics in 1989-90 in the public and private studies were 2 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in 1992-93 in the public and private studies were 2 percent below and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in mathematics in the public institution received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank FAC MIX PCTs are lower at the professor rank in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in mathematics in the 1989-90 and 1992-93 public studies are lower than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate of new assistant professors was lower but in the 1992-93 study it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of mathematics is being developed, it is anticipated that articles on this subject will become more valuable and useful for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Lee Tarrant is Assistant Director of Institutional Research at Oklahoma State University, Stillwater, Oklahoma.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Astbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Biblié College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hall College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of multi/interdisciplinary studies in the CIP is as follows:

A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend

year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of multi/interdisciplinary studies in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: MULT/INTERDISCIPLINARY STUDIES MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES					
PUBLIC, 1989-90:					
AVERAGE SALARY: 45105 66 25	37001 88 17	29214 112 19	28173 18 7	24993 22 7	34912 288 30
FAC MIX PCT: 0.23	0.31	0.39	0.06	0.08	1.00
SALARY FACTOR: 0.95	0.96	0.91	0.91	1.03	0.90
ALL MAJOR FIELDS					
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE SALARY: 54270 86 24	40309 85 17	32334 115 14	33743 10 5	26453 27 7	40019 313 27
FAC MIX PCT: 0.27	0.27	0.37	0.03	0.09	1.00
SALARY FACTOR: 1.03	0.95	0.91	0.99	1.00	0.94
ALL MAJOR FIELDS					
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00
PRIVATE, 1989-90:					
AVERAGE SALARY: 45419 56 20	35146 39 15	29602 39 20	30500 2 2	23329 9 9	36913 143 32
FAC MIX PCT: 0.39	0.27	0.27	0.01	0.06	1.00
SALARY FACTOR: 0.96	0.95	0.96	1.02	0.95	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00
PRIVATE, 1992-93:					
AVERAGE SALARY: 53161 47 16	40006 24 10	32477 42 13	34062 5 3	30405 13 5	41412 126 26
FAC MIX PCT: 0.37	0.19	0.33	0.04	0.10	1.00
SALARY FACTOR: 0.98	0.94	0.92	1.02	1.09	0.96
ALL MAJOR FIELDS					
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26889 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 30 of the 188 public institutions. The average salary of the 288 faculty was \$34,912. This average salary was approximately 11.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of multi/interdisciplinary studies was reported in 27 of the same 188 public institutions. The average salary of the 313 faculty was \$40,019. This average salary was approximately 7 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of multi/interdisciplinary studies after three years in the public institutions studied was 14.6 percent (\$40,019 minus \$34,912 equals \$5,107). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of multi/-interdisciplinary studies (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.4 percent (14.6% minus 10.2% equals 4.4%) less than faculty in the discipline/major field of multi/-interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor

rank in the 1989-90 study: 23 percent vs. 39 percent, and in the 1992-93 study it is 27 percent vs. 37 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.3 percent (18/288) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.2 percent (10/313) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 32 of the 297 private institutions. The average salary of the 143 faculty was \$36,913. This average salary was 2 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 26 of the same 297 private institutions. The average salary of the 126 faculty was \$41,412. This average salary was 4.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 12.2 percent (\$41,412 minus \$36,913 equals \$4,499). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is .7 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of multi/-interdisciplinary studies (12.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in multi/interdisciplinary studies.

In the discipline/major field of multi/interdisciplinary studies, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 27 percent (1989-90), respectively; and 37 percent vs. 33 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 1.4 percent (2/143) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (5/126) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 870 (.6%) faculty in the discipline/major field of multi/interdisciplin-

ary studies participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of multi/interdisciplinary studies in 1989-90 in the public and private studies were 10 percent and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in multi/interdisciplinary studies in 1992-93 in the public and private studies were 6 percent and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and higher in the 1989-90 and 1992-93 private studies.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the 1989-90 public was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate was lower in comparison to ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of multi/interdisciplinary studies

is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 59

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Astbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marietta College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN NURSING

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe and Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including nursing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of nursing in the CIP is as follows:

An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of nursing in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of nursing in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING					
PUBLIC, 1989-90:					
AVERAGE SALARY: 47407 144 68	36566 428 103	30194 951 115	29270 90 55	25348 286 75	32305 1809 120
FAC MIX PCT: 0.08	0.24	0.53	0.05	0.16	1.00
SALARY FACTOR: 0.99	0.95	0.95	0.95	1.04	0.83
ALL MAJOR FIELDS					
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE SALARY: 50262 151 68	40230 472 103	33613 900 111	31152 92 49	28365 252 65	36043 1775 116
FAC MIX PCT: 0.09	0.27	0.51	0.05	0.14	1.00
SALARY FACTOR: 0.96	0.95	0.95	0.91	1.07	0.84
ALL MAJOR FIELDS					
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING					
PRIVATE, 1989-90:					
AVERAGE SALARY: 41294 116 59	32563 266 81	27674 524 101	27078 54 38	23692 158 58	29790 1064 107
FAC MIX PCT: 0.11	0.25	0.49	0.05	0.15	1.00
SALARY FACTOR: 0.87	0.88	0.90	0.91	0.96	0.79
ALL MAJOR FIELDS					
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING					
PRIVATE, 1992-93:					
AVERAGE SALARY: 46754 107 61	37834 329 86	32423 539 103	31760 67 35	28265 183 58	34627 1158 111
FAC MIX PCT: 0.09	0.28	0.47	0.06	0.16	1.00
SALARY FACTOR: 0.86	0.89	0.92	0.95	1.01	0.80
ALL MAJOR FIELDS					
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 120 of the 188 public institutions. The average salary of the 1,809 faculty was \$32,305. This average salary was approximately 20.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 116 of the same 188 public institutions. The average salary of the 1,775 faculty was \$36,043. This average salary was approximately 18.6 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of nursing after three years in the public institutions studied was 11.6 percent (\$36,043 minus \$32,305 equals \$3,738). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.3 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of nursing (11.6), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (11.6% minus 10.2% equals 1.4%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 8 percent vs. 53 percent, and in the 1992-93 study it is 9 percent vs. 51 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies

are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent ($90/1,809$) vs. 5.5 percent ($2,249/41,133$), respectively; and higher in 1992-93, 5.2 percent ($92/1,775$) vs. 4.3 percent ($1,862/42,860$), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 107 of the 297 private institutions. The average salary of the 1,064 faculty was \$29,790. This average salary was 26.4 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 111 of the same 297 private institutions. The average salary of the 1,158 faculty was \$34,627. This average salary was 24.7 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 16.2 percent (\$34,627 minus \$29,790 equals \$4,837). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.3 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of nursing (16.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.5 percent (16.2% minus 14.7% equals 1.5%) less than faculty in nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for both the 1989-90 and 1992-93 studies: 11 percent vs. 49 percent, respectively; and 9 percent vs. 47 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (54/1,064) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 5.8 percent (67/1158) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,806 (4.3%) faculty in the discipline/major field of nursing participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty sala-

ry in the discipline/major field of nursing in 1989-90 in the public and private studies were 17 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in 1992-93 in the public and private studies were 16 percent and 20 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in the discipline/major field of nursing in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent above the cost-of-living.

Third, in the discipline/major field of nursing the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that nursing, in both the public and private studies, is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in nursing in the 1989-90 public study was lower than the hiring rate in ALL MAJOR FIELDS, however, it was higher in the 1992-93 public study. In the 1989-90 private study the hiring rate was also lower than the hiring rate in ALL MAJOR FIELDS and higher in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of nursing is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Fredel Reighard is director of the nursing education options program at Caldwell Community College and Technical Institute in Hudson, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS) (The)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage College; Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

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SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION
FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38.).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same

188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of philosophy and religion in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of philosophy and religion in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION						
<u>PUBLIC, 1989-90:</u>						
AVERAGE SALARY: 47485 324 107	36767 209 89	29858 153 80	27709 27 21	24683 24 22	39761 710	137
FAC MIX						
PCT: 0.46	0.29	0.22	0.04	0.03		1.00
SALARY FACTOR: 1.00	0.95	0.93	0.90	1.02		1.03
ALL MAJOR FIELDS						
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133	188
FAC MIX						
PCT: 0.35	0.28	0.29	0.05	0.07		1.00
<u>PUBLIC, 1992-93:</u>						
AVERAGE SALARY: 51682 323 109	39397 231 99	32436 188 92	31761 31 28	25176 22 17	42468 764	134
FAC MIX						
PCT: 0.42	0.30	0.25	0.04	0.03		1.00
SALARY FACTOR: 0.99	0.93	0.91	0.93	0.95		0.99
ALL MAJOR FIELDS						
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860	188
FAC MIX						
PCT: 0.35	0.28	0.30	0.04	0.07		1.00
<hr/>						
DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: PHILOSOPHY AND RELIGION						
<u>PRIVATE, 1989-90:</u>						
AVERAGE SALARY: 43106 554 214	34448 384 184	27888 380 168	26242 73 61	23765 43 33	35803 1361	265
FAC MIX						
PCT: 0.41	0.28	0.28	0.05	0.03		1.00
SALARY FACTOR: 0.91	0.93	0.91	0.88	0.96		0.95
ALL MAJOR FIELDS						
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703	297
FAC MIX						
PCT: 0.32	0.31	0.31	0.05	0.06		1.00
<u>PRIVATE, 1992-93:</u>						
AVERAGE SALARY: 50656 566 217	39831 416 171	31989 412 184	29894 63 52	26428 39 35	41487 1433	264
FAC MIX						
PCT: 0.39	0.29	0.29	0.04	0.03		1.00
SALARY FACTOR: 0.94	0.94	0.91	0.90	0.95		0.96
ALL MAJOR FIELDS						
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888	297
FAC MIX						
PCT: 0.32	0.31	0.32	0.04	0.05		1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 137 of the 188 public institutions. The average salary of the 710 faculty was \$39,761. This average salary was approximately 2.5 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 134 of the same 188 public institutions. The average salary of the 764 faculty was \$42,468. This average salary was approximately .7 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of philosophy and religion after three years in the public institutions studied was 6.8 percent (\$42,468 minus \$39,761 equals \$2,707). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 6.1 percent or 2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of philosophy and religion (6.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.4 percent (10.2% minus 6.8% equals 3.4%) more than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 46 percent vs. 22 percent, and in the 1992-93 study it is 42 percent vs. 25 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (27/710) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4.1 percent (59/1,435) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 265 of the 297 private institutions. The average salary of the 1,361 faculty was \$35,803. This average salary was 5.2 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 264 of the same 297 private institutions. The average salary of the 1,433 faculty was \$41,487. This average salary was 4.1 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 15.9 percent (\$41,487 minus \$35,803 equals \$5,684). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3 per-

cent or 1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of philosophy and religion (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (15.9% minus 14.7% equals 1.2%) less than faculty in philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 41 percent vs. 28 percent (1989-90), respectively; and 39 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was virtually the same hiring rate as in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (73/1,361) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (63/1,433) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,268 (3.1%) faculty in the discipline/major field of philosophy and religion parti-

cipated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of philosophy and religion in 1989-90 in the public and private studies were 3 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in philosophy and religion in 1992-93 in the public and private studies were 1 percent below and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of 2 percent below the cost-of-living. In the private institutions the annual average salary increase was 1 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that philosophy and religion is an established discipline in academia.

Finally, the hiring rate of new assistant professors in philosophy and religion in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was virtually the same as in ALL MAJOR FIELDS for the 1989-90 study and higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of philosophy and religion is being

developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Biblié College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
 Reed College (OR)
 Regis College (MA)
 Regis University (CO)
 Rhodes College (TN)
 Rider College (NJ)
 Rivier College (NH)
 Roanoke College (VA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Rosary College (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Bonaventure University (NY)
 Saint Francis College (PA)
 Saint Joseph College (CT)
 Saint Joseph's College (IN)
 Saint Mary's College (MI)
 Saint Mary's College of California (CA)
 Saint Mary's College of Minnesota (MN)
 Saint Meinrad College (IN)
 Saint Michael's College (VT)
 Salem College (NC)
 Salve Regina University (RI)
 Santa Clara University (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hall College (PA)
 Shorter College (GA)
 Simpson College (IA)
 Skidmore College (NY)
 Southern California College (CA)
 Southern College of Seventh-Day Adventists (TN)
 Southwestern Assemblies of God College (TX)
 Spalding University (KY)
 St. Ambrose University (IA)
 St. Edward's University (TX)
 St. John's University (MN)
 St. Mary's University (TX)
 St. Norbert College (WI)
 Stillman College (AL)
 Suffolk University (MA)
 Susquehanna University (PA)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University (TX)
 The American University (DC)
 The Catholic University of America (DC)
 The College of Saint Rose (NY)
 The Defiance College (OH)
 The Johns Hopkins University (MD)
 The Sage Colleges, Russell Sage College (NY)
 The University of Charleston (WV)
 The University of Findlay (OH)
 The University of Tulsa (OK)
 Thomas More College (KY)
 Transylvania University (KY)
 Trinity College (DC)
 Trinity College of Vermont (VT)
 Tufts University (MA)
 Tusculum College (TN)
 Union College (NE)
 University of Central Texas (TX)
 University of Dallas (TX)
 University of Dayton (OH)
 University of Denver (CO)
 University of Dubuque (IA)
 University of Evansville (IN)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of New Haven (CT)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of San Diego (CA)
 Utica College of Syracuse University (NY)
 Valparaiso University (IN)
 Virginia Intermont College (VA)
 Viterbo College (WI)
 Walsh College (OH)
 Washington and Jefferson College (PA)
 Washington College (MA)
 Waynesburg College (PA)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Westminster College of Salt Lake City (UT)
 Wheeling Jesuit College, Inc. (WV)
 Whitman College (WA)
 Widener University (PA)
 Wilkes University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 Wilmington College (OH)
 Wingate College (NC)
 Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical sciences in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40.).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physical sciences in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of physical sciences in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45691 130 42	37239 83 35	30493 72 32	29124 13 9	22116 19 10	38310 304 48
FAC MIX					
PCT: 0.43	0.27	0.24	0.04	0.06	1.00
SALARY					
FACTOR: 0.96	0.96	0.95	0.94	0.91	0.99
DISCIPLINE: PHYSICAL SCIENCES					
MAJOR FIELD: PHYSICAL SCIENCES					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 54211 168 33	43628 88 31	35563 88 30	30849 18 12	24378 25 16	45218 369 38
FAC MIX					
PCT: 0.46	0.24	0.24	0.05	0.07	1.00
SALARY					
FACTOR: 1.03	1.03	1.00	0.90	0.92	1.06
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42523 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 49429 67 18	36584 32 19	31054 58 22	28450 15 8	23709 15 8	38600 172 39
FAC MIX					
PCT: 0.39	0.19	0.34	0.09	0.09	1.00
SALARY					
FACTOR: 1.04	0.99	1.01	0.95	0.96	1.03
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.05	1.00
<hr/>					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 54908 68 16	38846 39 17	34679 63 19	35477 7 4	28834 5 5	43301 175 32
FAC MIX					
PCT: 0.39	0.22	0.36	0.04	0.03	1.00
SALARY					
FACTOR: 1.01	0.91	0.99	1.06	1.03	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 48 of the 188 public institutions. The average salary of the 304 faculty was \$38,310. This average salary was approximately 1.3 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physical sciences was reported in 38 of the same 188 public institutions. The average salary of the 369 faculty was \$45,218. This average salary was approximately 5.8 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physical sciences after three years in the public institutions studied was 18 percent (\$45,218 minus \$38,310 equals \$6,908). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of physical sciences (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 43 percent vs. 24 percent, and in the 1992-93 study it is also higher at 46 percent vs. 24 percent, respectively. The differences in faculty mix per-

centage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 39 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.3 percent (13/304) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.9 percent (18/369) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 39 of the 297 private institutions. The average salary of the 172 faculty was \$38,600. This average salary was 2.5 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of physical sciences was reported in 32 of the same 297 private institutions. The average salary of the 175 faculty was \$43,301. This average salary was .3 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 12.2 percent (\$43,301 minus \$38,600 equals \$4,701). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .7 percent or .23 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of physical sciences (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in physical sciences.

In the discipline/major field of physical sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both the 1989-90 and 1992-93 studies: 39 percent vs. 34 percent, respectively; and 39 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 8.7 percent (15/172) vs. 5.4 percent (1,382/-25,703), respectively, and lower in the 1992-93 private study: 4 percent (7/-175) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,020 (.7%) faculty in the discipline/major field of physical sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physical sciences in 1989-90 in the public and private studies were 1 percent below and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physical sciences in 1992-93 in the public and private studies were 6 percent above and the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .23 percent below the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in physical sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 study. Just the opposite was true for the two private studies: higher in 1989-90 and lower in 1992-93 than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physical sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
LeNoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Marshall Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (MI)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Karl Mamola

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of physics in the 1989-90 public study means that their average salary is 1 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 48430 483 128	39128 267 106	32778 196 97	30988 37 32	24014 30 22	41991 976 145
FAC MIX					
PCT: 0.49	0.27	0.20	0.04	0.03	1.00
SALARY					
FACTOR: 1.02	1.01	1.03	1.00	0.99	1.08
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 53368 487 131	43392 295 109	36339 231 100	35860 39 32	26547 26 20	46078 1039 148
FAC MIX					
PCT: 0.47	0.28	0.22	0.04	0.03	1.00
SALARY					
FACTOR: 1.02	1.02	1.02	1.05	1.00	1.08
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 52156 385 140	38621 212 106	31821 185 110	30116 37 34	23759 8 8	43474 790 197
FAC MIX					
PCT: 0.49	0.27	0.23	0.05	0.01	1.00
SALARY					
FACTOR: 1.10	1.04	1.03	1.01	0.96	1.15
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<hr/>					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 58586 398 146	42766 222 118	35741 184 115	32774 21 20	27282 13 13	48645 817 206
FAC MIX					
PCT: 0.49	0.27	0.23	0.03	0.02	1.00
SALARY					
FACTOR: 1.08	1.01	1.02	0.98	0.98	1.13
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 145 of the 188 public institutions. The average salary of the 976 faculty was \$41,991. This average salary was approximately 8.3 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physics was reported in 148 of the same 188 public institutions. The average salary of the 1,039 faculty was \$46,078. This average salary was approximately 7.8 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physics after three years in the public institutions studied was 9.7 percent (\$46,078 minus \$41,991 equals \$4,087). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.2 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of physics (9.7), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent (10.2% minus 9.7% equals 0.5%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 49 percent vs. 20 percent, and in the 1992-93 study, 47 percent vs. 22 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as

follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (37/976) vs. 5.5 percent (2,249/41,133), respectively; and also lower in 1992-93, 3.8 percent (39/1,039) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 197 of the 297 private institutions. The average salary of the 790 faculty was \$43,474. This average salary was 15.4 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of physics was reported in 206 of the same 297 private institutions. The average salary of the 817 faculty was \$48,645. This average salary was 12.7 percent higher than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 11.9 percent (\$48,645 minus \$43,474 equals \$5,171). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1 percent or .33 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of physics

(11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in physics.

In the discipline/major field of physics, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 49 percent vs. 23 percent (1989-90), respectively; and 49 percent vs. 23 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (37/790) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 2.6 percent (21/817) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,622 (2.7%) faculty in the discipline/major field of physics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a

few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physics in 1989-90 in the public and private studies were 8 percent above and 15 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physics in 1992-93 in the public and private studies were 8 percent above and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physics in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living. In the private institutions the annual average salary increase was .33 percent below the cost-of-living.

Third, in the discipline/major field of physics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that physics in both the public and private studies is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in physics in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Karl Mamola is professor and chairperson of the Department of Physics and Astronomy at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (IN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Mariist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of political science and government in the CIP is as follows:

An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in

pated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of political science and government in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of political science and government in the 1989-90 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF <u>SALARY NUM N/IN</u>	ASSO <u>SALARY NUM N/IN</u>	ASST <u>SALARY NUM N/IN</u>	NEW <u>SALARY NUM N/IN</u>	INSTRUCTOR <u>SALARY NUM N/IN</u>	ALL RANKS <u>SALARY NUM N/IN</u>
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DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

PUBLIC, 1989-90:

AVERAGE SALARY: 46865 468 141	37815 312 129	29834 313 124	28307 79 52	24682 38 29	38910 1131 159
FAC MIX PCT: 0.41	0.28	0.28	0.07	0.03	1.00
SALARY FACTOR: 0.98	0.98	0.93	0.92	1.02	1.00

ALL MAJOR FIELDS

AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

PUBLIC, 1992-93:

AVERAGE SALARY: 51883 464 143	40802 293 127	33213 323 118	31560 44 35	27046 39 29	42726 1119 156
FAC MIX PCT: 0.41	0.26	0.29	0.04	0.03	1.00
SALARY FACTOR: 0.99	0.96	0.93	0.92	1.02	1.00

ALL MAJOR FIELDS

AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

PRIVATE, 1989-90:

AVERAGE SALARY: 46988 274 133	36682 254 131	29213 227 116	27804 42 37	25956 23 21	37815 778 196
FAC MIX PCT: 0.35	0.33	0.29	0.05	0.03	1.00
SALARY FACTOR: 0.99	0.99	0.95	0.93	1.05	1.00

ALL MAJOR FIELDS

AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

PRIVATE, 1992-93:

AVERAGE SALARY: 55148 354 154	41730 281 136	34036 283 131	32153 38 28	30359 25 24	44012 953 207
FAC MIX PCT: 0.37	0.29	0.30	0.04	0.04	1.00
SALARY FACTOR: 1.02	0.98	0.97	0.96	1.09	1.02

ALL MAJOR FIELDS

AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 159 of the 188 public institutions. The average salary of the 1,131 faculty was \$38,910. This average salary was approximately .3 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 156 of the same 188 public institutions. The average salary of the 1,119 faculty was \$42,726. This average salary was about the same as the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of political science and government after three years in the public institutions studied was 9.8 percent (\$42,726 minus \$38,910 equals \$3,816). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.1 percent or 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of political science and government (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science and government is higher at the professor rank than at the assistant professor

rank in the 1989-90 study: 41 percent vs. 28 percent, and also in the 1992-93 study, 41 percent vs. 29 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7 percent (79/1,131) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.9 percent (44/1,119) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 196 of the 297 private institutions. The average salary of the 778 faculty was \$37,815. This average salary was .4 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 207 of the same 297 private institutions. The average salary of the 953 faculty was \$44,012. This average salary was 1.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 16.4 percent (\$44,012 minus \$37,815 equals \$6,197). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of political science and government (16.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (16.4% minus 14.7% equals 1.7%) less than faculty in political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 35 percent vs. 29 percent (1989-90), respectively; and 37 percent vs. 30 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990) and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government is virtually the same hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (42/778) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (38/953) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,981 (2.9%) faculty in the discipline/major field of political sci-

ence and government participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of political science and government in 1989-90 in the public and private studies were equal with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in political science and government in 1992-93 in the public and private studies were even with and 2 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in political science and government in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent below the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that political science and government, in both the public and private studies, is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in political science and government in the 1989-90 public study was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the 1989-90 private study the hiring rate, in comparison to ALL MAJOR FIELDS, was virtually the same but lower in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of political science and government is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Zaphon Wilson is assistant to the provost and vice chancellor for academic affairs and an assistant professor of political science/criminal justice at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Morehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (IN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe

and

Tanya M. Shirley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including protective services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of protective services in the CIP is as follows:

A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 139--43.).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188

institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of protective services in the 1989-90 public study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of protective services in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 46134 78	38	36769 116	45	30043 122	44 28773 18 14 23277 15 10 35885 331 55
FAC MIX					
PCT: 0.24		0.35	0.37	0.05	0.05 1.00
SALARY					
FACTOR: 0.97		0.95	0.94	0.93	0.96 0.93
DISCIPLINE: PROTECTIVE SERVICES					
MAJOR FIELD: PROTECTIVE SERVICES					
AVERAGE					
SALARY: 47675 14459		38628 11573		31938 12067	30892 2249 24285 3029 38789 41133 188
FAC MIX					
PCT: 0.35		0.28	0.29	0.05	0.07 1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 49610 118	47	40020 115	48	32833 132	47 32426 18 12 26971 17 10 39918 382 59
FAC MIX					
PCT: 0.31		0.30	0.35	0.05	0.04 1.00
SALARY					
FACTOR: 0.95		0.94	0.92	0.95	1.02 0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885		42528 12077		35529 12869	34198 1862 26557 3029 42746 42860 188
FAC MIX					
PCT: 0.35		0.28	0.30	0.04	0.07 1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 48088 11	3	34621 12	8	30187 16	9 25000 2 2 32445 3 3 36303 42 17
FAC MIX					
PCT: 0.26		0.29	0.38	0.05	0.07 1.00
SALARY					
FACTOR: 1.01		0.93	0.98	0.84	1.32 0.96
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138		37041 8025		30809 8093	29894 1382 24640 1447 37657 25703 297
FAC MIX					
PCT: 0.32		0.31	0.31	0.05	0.06 1.00
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 54770 21	8	38250 15	13	33463 25	16 31000 3 3 17091 4 3 40444 65 25
FAC MIX					
PCT: 0.32		0.23	0.38	0.05	0.06 1.00
SALARY					
FACTOR: 1.01		0.90	0.95	0.93	0.61 0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627		42539 8327		35164 8585	33342 1122 27900 1349 43175 26888 297
FAC MIX					
PCT: 0.32		0.31	0.32	0.04	0.05 1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 55 of the 188 public institutions. The average salary of the 331 faculty was \$35,885. This average salary was approximately 8.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of protective services was reported in 59 of the same 188 public institutions. The average salary of the 382 faculty was \$39,918. This average salary was approximately 7.1 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of protective services after three years in the public institutions studied was 11.2 percent (\$39,918 minus \$35,885 equals \$4,033). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of protective services (11.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1 percent (11.2% minus 10.2% equals 1%) less than faculty in the discipline/major field of protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 24 percent vs. 37 percent, and also in the 1992-93 study, 31

percent vs. 35 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in protective services in the public studies was lower in ALL MAJOR FIELDS in 1989-90, 5.4 percent (18/331) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (18/382) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 17 of the 297 private institutions. The average salary of the 42 faculty was \$36,303. This average salary was 3.7 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of protective services was reported in 25 of the same 297 private institutions. The average salary of the 65 faculty was \$40,444. This average salary was 6.8 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in protective services after three years in the private institutions studied was 11.4 percent (\$40,444 minus \$36,303 equals \$4,141). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of protective services (11.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.2 percent (14.6% minus 11.4% equals 3.2%) more than faculty in protective services.

In the discipline/major field of protective services, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 38 percent (1989-90), respectively; and 32 percent vs. 38 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in protective services was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.8 percent (2/42) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 4.6 percent (3/-65) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 156 (.1%) faculty in the discipline/major field of protective services participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States parti-

cipated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of protective services in 1989-90 in the public and private studies were 7 percent below and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in protective services in 1992-93 in the public and private studies were 7 percent below and 6 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in protective services in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of protective services the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that protective services is an emerging new field in academia.

Finally, the hiring rate of new assistant professors in protective services in the 1989-90 public and private studies was lower than in ALL MAJOR FIELDS but higher in both the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of protective services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Tanya M. Shirley is a researcher in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST Of PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges; Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including psychology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of psychology in the CIP is as follows:

A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42.).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 in-

stitutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FAC-TOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of psychology in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of psychology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF <u>SALARY NUM N/IN</u>	ASSO PROF <u>SALARY NUM N/IN</u>	ASST PROF <u>SALARY NUM N/IN</u>	NEW ASST PROF <u>SALARY NUM N/IN</u>	INSTRUCTOR <u>SALARY NUM N/IN</u>	ALL RANKS <u>SALARY NUM N/IN</u>
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 46433 893 152	37104 593 157	30043 499 153	28588 119 74	23820 51 39	39132 2036 175
FAC MIX					
PCT: 0.44	0.29	0.25	0.06	0.03	1.00
SALARY					
FACTOR: 0.97	0.96	0.94	0.93	0.98	1.01
DISCIPLINE: PSYCHOLOGY					
MAJOR FIELD: PSYCHOLOGY					
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 51336 904 161	40723 578 153	33292 550 151	32038 119 77	28038 63 36	42970 2095 1/2
FAC MIX					
PCT: 0.43	0.28	0.26	0.06	0.03	1.00
SALARY					
FACTOR: 0.98	0.96	0.94	0.94	1.06	1.01
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 45215 483 198	35002 445 197	29115 376 189	27594 81 68	22020 31 27	36737 1335 269
FAC MIX					
PCT: 0.36	0.33	0.28	0.06	0.02	1.00
SALARY					
FACTOR: 0.95	0.94	0.95	0.92	0.89	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 51954 532 205	40185 468 198	33277 427 203	31204 48 42	26178 26 24	42213 1453 279
FAC MIX					
PCT: 0.37	0.32	0.29	0.03	0.02	1.00
SALARY					
FACTOR: 0.96	0.94	0.95	0.94	0.94	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 175 of the 188 public institutions. The average salary of the 2,036 faculty was \$39,132. This average salary was approximately .8 percent higher than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 172 of the same 188 public institutions. The average salary of the 2,095 faculty was \$42,970. This average salary was approximately .5 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of psychology after three years in the public institutions studied was 9.8 percent (\$42,970 minus \$39,132 equals \$3,838). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by 3.1 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of psychology (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 44 percent vs. 25 percent, and in the 1992-93 study it is 43 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks

of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.8 percent (119/2,036) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.7 percent (119/2,095) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 269 of the 297 private institutions. The average salary of the 1,335 faculty was \$36,737. This average salary was 2.5 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 279 of the same 297 private institutions. The average salary of the 1,453 faculty was \$42,213. This average salary was 2.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 15 percent (\$42,213 minus \$36,737 equals \$5,476). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of psychology (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 36 percent vs. 28 percent (1989-90), respectively; and 37 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (81/1,335) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.3 percent (48/1,453) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of psychology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,919 (5.1%) faculty in the discipline/major field of psychology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of psychology in 1989-90 in the public and private studies were 1 percent above and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in psychology in 1992-93 in the public and private studies were 1 percent above and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in psychology in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that psychology is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in psychology in the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate was higher than in ALL MAJOR FIELDS but lower in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of psychology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Alberus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis Collège (MA)
Regis University (CO)
Rhodes Collège (TN)
Rider Collège (NJ)
Rivier College (NH)
Roanoke Collège (VA)
Rockford College (IL)
Rockhurst Collège (MO)
Rollins Collège (FL)
Rosary Collège (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis Collège (PA)
Saint Joseph Collège (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's Collège of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem Collège (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill Collège (PA)
Shorter Collège (GA)
Simpson Collège (IA)
Skidmore Collège (NY)
Southern California College (CA)
Southern Collège of Seventh-Day Adventists (TN)
Southwestern Assemblies of God Collège (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert Collège (WI)
Stillman Collège (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor Collège (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The Collège of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Collèges; Russell Sage Collège (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More Collège (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica Collège of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh Collège (OH)
Washington and Jefferson College (PA)
Washington Collège (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland Collège (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell Collège (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION

FOR THE YEARS

1989-90 AND 1992-93

By

Richard D. Howe

and

Gerald L. Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including reading teacher education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of reading teacher education in the CIP is as follows:

An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various education levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .23 for associate professor of reading teacher education in the 1989-90 public study means that 23 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of reading teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF <u>SALARY NUM N/IN</u>	ASSO <u>SALARY NUM N/IN</u>	ASST <u>SALARY NUM N/IN</u>	NEW ASST <u>SALARY NUM N/IN</u>	INSTRUCTOR <u>SALARY NUM N/IN</u>	ALL RANKS <u>SALARY NUM N/IN</u>
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DISCIPLINE: EDUCATION
MAJOR FIELD: READING TEACHER EDUCATION

PUBLIC, 1989-90:

AVERAGE SALARY: 45691 48 18	36882 30 18	30655 31 17	28940 5 5	24196 21 10	36600 130 30
FAC MIX PCT: 0.37	0.23	0.24	0.04	0.16	1.00
SALARY FACTOR: 0.96	0.95	0.96	0.94	1.00	0.94

ALL MAJOR FIELDS

AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00

DISCIPLINE: EDUCATION
MAJOR FIELD: READING TEACHER EDUCATION

PUBLIC, 1992-93:

AVERAGE SALARY: 52825 53 20	41786 44 19	35496 35 19	38021 3 3	28189 12 7	43187 144 30
FAC MIX PCT: 0.37	0.31	0.24	0.02	0.08	1.00
SALARY FACTOR: 1.01	0.98	1.00	1.11	1.06	1.01

ALL MAJOR FIELDS

AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00

DISCIPLINE: EDUCATION
MAJOR FIELD: READING TEACHER EDUCATION

PRIVATE, 1989-90:

AVERAGE SALARY: 51147 8 3	35266 7 7	28579 6 6	20000 1 1	38523 22 12
FAC MIX PCT: 0.36	0.32	0.27	0.05	1.00
SALARY FACTOR: 1.08	0.95	0.93	0.81	1.02

ALL MAJOR FIELDS

AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00

DISCIPLINE: EDUCATION
MAJOR FIELD: READING TEACHER EDUCATION

PRIVATE, 1992-93:

AVERAGE SALARY: 55937 6 5	38670 11 9	34798 8 7	39000 1 1	22484 3 3	39529 28 19
FAC MIX PCT: 0.21	0.39	0.29	0.04	0.11	1.00
SALARY FACTOR: 1.03	0.91	0.99	1.17	0.81	0.92

ALL MAJOR FIELDS

AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 30 of the 188 public institutions. The average salary of the 130 faculty was \$36,600. This average salary was approximately 6 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 30 of the same 188 public institutions. The average salary of the 144 faculty was \$43,187. This average salary was approximately 1 percent higher than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of reading teacher education after three years in the public institutions studied was 18 percent (\$43,187 minus \$36,600 equals \$6,587). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of reading teacher education (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of reading teacher education.

The reader may note that the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 37 percent vs. 24 percent, and in the 1992-93 study it is 37 percent vs. 24 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (5/130) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2 percent (3/144) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 12 of the 297 private institutions. The average salary of the 22 faculty was \$38,523. This average salary was 2.3 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 19 of the same 297 private institutions. The average salary of the 28 faculty was \$39,529. This average salary was 9.2 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in reading teacher education after three years in the private institutions studied was 2.6 percent (\$39,529 minus \$38,523 equals \$1,006). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

increase, therefore, in the average faculty salaries over the three-year time period, is 10.3 percent or 3.4 percent each year below cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of reading teacher education (2.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 12.1 percent (14.7% minus 2.6% equals 12.1%) more than faculty in reading teacher education.

In the discipline/major field of reading teacher education, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 36 percent vs. 27 percent, respectively; it is lower, however, in the 1992-93 study: 21 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading teacher education was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 0.0 percent (0/22) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.6 percent (1/28) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of reading teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the

baseline year and for the trend year--a total of four studies. A total of 324 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of reading teacher education in 1989-90 in the public and private studies were 6 percent below and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average factors for all ranks in reading teacher education in 1992-93 in the public and private studies were 1 percent above and 8 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.4 percent below the cost-of-living.

Third, in the discipline/major field of reading teacher education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank is higher than the assistant professor rank in the 1989-90 study but lower in the 1992-93 study.

Finally, the hiring rate of new assistant professors in reading teacher education in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of reading teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern University (GA)
Angelo State University (TX)	Georgia Southwestern College (GA)
Appalachian State University (NC)	Georgia State University (GA)
Arkansas Tech University (AR)	Glenville State College (WV)
Auburn University at Montgomery (AL)	Grambling State University (LA)
Augusta College (GA)	Grand Valley State University (MI)
Austin Peay State University (TN)	Harris-Stowe State College (MO)
Ball State University (IN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bloomsburg University of Pennsylvania (PA)	Jackson State University (MS)
Bluefield State College (WV)	Jacksonville State University (AL)
Boise State University (ID)	James Madison University (VA)
Bridgewater State College (MA)	Kennesaw State College (GA)
California State University-Fullerton (CA)	Kent State University (OH)
California State University-Los Angeles (CA)	Kutztown University of Pennsylvania (PA)
Castleton State College (VT)	Lander University (SC)
Central Michigan University (MI)	Lincoln University (MO)
Central Missouri State University (MO)	Lincoln University (PA)
Chadron State College (NE)	Livingston University (AL)
Christopher Newport University (VA)	Longwood College (VA)
Citadel, (The) The Military College of South Carolina (SC)	Louisiana State University in Shreveport (LA)
Clarion University of Pennsylvania (PA)	Louisiana Tech University (LA)
Cleveland State University (OH)	Marshall University (WV)
Clinch Valley College of the University of Virginia (VA)	Mary Washington College (VA)
Columbus College (GA)	McNeese State University (LA)
Dakota State University (SD)	Memphis State University (TN)
Delta State University (MS)	Mesa State College (CO)
East Central University (OK)	Metropolitan State College of Denver (CO)
East Stroudsburg University (PA)	Metropolitan State University (MN)
East Texas State University at Texarkana (TX)	Middle Tennessee State University (TN)
Eastern Connecticut State University (CT)	Millersville University of Pennsylvania (PA)
Eastern Illinois University (IL)	Mississippi University for Women (MS)
Eastern New Mexico University (NM)	Mississippi Valley State University (MS)
Edinboro University of Pennsylvania (PA)	Missouri Western State College (MO)
Emporia State University (KS)	Montclair State College (NJ)
Fayetteville State University (NC)	Morehead State University (MN)
Fort Hays State University (KS)	Morehead State University (KY)
Francis Marion University (SC)	Morgan State University (MD)
Frostburg State University (MD)	Murray State University (KY)
	New Jersey Institute of Technology (NJ)
	New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walch College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including social sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of social sciences in the CIP is as follows:

An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 142--45.0101).]

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study

of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of social sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of social sciences in the 1989-90 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of social sciences in the 1989-90 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF <u>SALARY NUM N/IN</u>	ASSO <u>SALARY NUM N/IN</u>	ASST <u>SALARY NUM N/IN</u>	NEW ASST <u>SALARY NUM N/IN</u>	INSTRUCTOR <u>SALARY NUM N/IN</u>	ALL RANKS <u>SALARY NUM N/IN</u>
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45765 116 38	36063 135 40	30840 120 42	27768 21 14	24094 25 13	36566 396 48
FAC MIX					
PCT: 0.29	0.34	0.30	0.05	0.06	1.00
SALARY					
FACTOR: 0.96	0.93	0.97	0.90	0.99	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 47836 119 31	40054 122 31	31359 99 27	32272 18 10	25548 18 11	39507 358 40
FAC MIX					
PCT: 0.33	0.34	0.28	0.05	0.05	1.00
SALARY					
FACTOR: 0.91	0.94	0.88	0.94	0.96	0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 49901 189 40	35407 129 49	30940 157 47	32183 29 14	21102 12 10	39239 487 71
FAC MIX					
PCT: 0.39	0.26	0.32	0.06	0.02	1.00
SALARY					
FACTOR: 1.05	0.96	1.00	1.08	0.86	1.04
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 54202 132 29	38746 94 34	32723 90 27	30870 14 10	25623 11 8	42886 327 46
FAC MIX					
PCT: 0.40	0.29	0.28	0.04	0.03	1.00
SALARY					
FACTOR: 1.00	0.91	0.93	0.93	0.92	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 48 of the 188 public institutions. The average salary of the 396 faculty was \$36,566. This average salary was approximately 6.1 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

- In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of social sciences was reported in 40 of the same 188 public institutions. The average salary of the 358 faculty was \$39,507. This average salary was approximately 8.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of social sciences after three years in the public institutions studied was 8 percent (\$39,507 minus \$36,566 equals \$2,941). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in social sciences average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of social sciences (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8.0% equals 2.2%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in social sciences is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 29 percent vs. 30 percent, but in the 1992-93 study it is higher at 33

percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in social sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.3 percent (21/396) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5 percent (18/358) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 71 of the 297 private institutions. The average salary of the 487 faculty was \$39,239. This average salary was 4.2 percent higher than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of social sciences was reported in 46 of the same 297 private institutions. The average salary of the 327 faculty was \$42,886. This average salary was .7 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 9.3 percent (\$42,886 minus \$39,239 equals \$3,647). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.6 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus

\$37,657 equals \$5,518). In comparison to the discipline/major field of social sciences (9.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (14.7% minus 9.3% equals 5.4%) more faculty in social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 32 percent (1989-90), respectively; and 40 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6 percent (29/489) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.3 percent (14/327) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of social sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,568 (1.1%) faculty in the discipline/major field of social sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of social sciences in 1989-90 in the public and private studies were 6 percent below and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in social sciences in 1992-93 in the public and private studies were 8 percent below and 1 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in social sciences in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of social sciences the professor rank FAC MIX PCT is lower at the professor rank in 1989-90 and higher in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are higher than the assistant professor rank in both the 1989-90 and 1992-93 studies.

Finally, the hiring rate of new assistant professors in social sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS in 1989-90 and higher in 1992-93. In the 1989-90 and 1992-93 private studies the hiring rate was higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of social sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Ana Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including sociology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of sociology in the CIP is as follows:

An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 148--45.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of sociology in the 1989-90 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of sociology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 45797 467 133	37171 40 132	30284 324 122	28515 62 49	24570 42 28	38193 1240 158
FAC MIX					
PCT: 0.38	0.33	0.26	0.05	0.03	1.00
SALARY					
FACTOR: 0.96	0.96	0.95	0.92	1.01	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 50365 468 127	40463 363 130	33187 299 115	31845 39 32	26506 40 31	42087 1170 154
FAC MIX					
PCT: 0.40	0.31	0.26	0.03	0.03	1.00
SALARY					
FACTOR: 0.96	0.95	0.93	0.93	1.00	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 44999 221 125	34691 303 165	28907 212 134	26344 39 32	24372 23 22	35764 759 228
FAC MIX					
PCT: 0.29	0.40	0.28	0.05	0.03	1.00
SALARY					
FACTOR: 0.95	0.94	0.94	0.88	0.99	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 51360 269 142	40517 291 153	33198 218 135	31538 33 32	27239 14 14	41950 792 229
FAC MIX					
PCT: 0.34	0.37	0.28	0.04	0.02	1.00
SALARY					
FACTOR: 0.95	0.95	0.94	0.95	0.98	0.97
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 158 of the 188 public institutions. The average salary of the 1,240 faculty was \$38,193. This average salary was approximately 1.6 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of sociology was reported in 154 of the same 188 public institutions. The average salary of the 1,170 faculty was \$42,087. This average salary was approximately 1.6 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of sociology after three years in the public institutions studied was 10.2 percent (\$42,087 minus \$38,193 equals \$3,894). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of sociology (10.2%), therefore, the faculty in ALL MAJOR FIELDS received the same increase in their salaries as the faculty in the discipline/major field of sociology (10.2% minus 10.2% equals 0%).

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is also higher: 40 percent vs. 26 percent, respectively. The differences in faculty mix percentage

at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (62/1,240) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.3 percent (39/1,170) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 228 of the 297 private institutions. The average salary of the 759 faculty was \$35,764. This average salary was 5.3 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of sociology was reported in 229 of the same 297 private institutions. The average salary of the 792 faculty was \$41,950. This average salary was 2.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 17.3 percent (\$41,950 minus \$35,764 equals \$6,186). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.4 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of sociol-

ogy (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.3% minus 14.7% equals 2.6%) less than faculty in sociology.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 29 percent vs. 28 percent (1989-90), respectively; and 34 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (39/759) vs. 5.4 percent (1,382/25,703), respectively, and the same in the 1992-93 private study: 4.2 percent (33/792) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,961 (2.9%) faculty in the discipline/major field of sociology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of sociology in 1989-90 in the public and private studies were 2 percent below and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in sociology in 1992-93 in the public and private studies were 2 percent below and 3 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in sociology in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study it was the same.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of sociology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

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APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Thalia Coleman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including special education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of special education in the CIP is as follows:

An instructional program that generally describes the design and provision of teaching and other education services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*

*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC

study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of special education in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of special education in the 1989-90 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PUBLIC, 1989-90:</u>					
AVERAGE					
SALARY: 46550 202 58	37512 161 64	30799 137 57	28668 24 19	23830 28 23	38502 528 75
FAC MIX					
PCT: 0.38	0.30	0.26	0.05	0.05	1.00
SALARY					
FACTOR: 0.98	0.97	0.96	0.93	0.98	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX					
PCT: 0.35	0.28	0.29	0.05	0.07	1.00
<u>PUBLIC, 1992-93:</u>					
AVERAGE					
SALARY: 51098 178 59	41481 154 62	34146 162 61	33438 35 30	27169 23 17	41857 517 76
FAC MIX					
PCT: 0.34	0.30	0.31	0.07	0.04	1.00
SALARY					
FACTOR: 0.97	0.98	0.96	0.98	1.02	0.98
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX					
PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: EDUCATION					
MAJOR FIELD: SPECIAL EDUCATION, GENERAL					
<u>PRIVATE, 1989-90:</u>					
AVERAGE					
SALARY: 46527 29 13	35775 46 27	28183 39 27	26647 7 7	22359 5 5	35328 115 42
FAC MIX					
PCT: 0.25	0.37	0.34	0.06	0.04	1.00
SALARY					
FACTOR: 0.98	0.97	0.91	0.89	0.91	0.94
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00
<u>PRIVATE, 1992-93:</u>					
AVERAGE					
SALARY: 45949 29 18	39932 25 20	32863 31 22	32770 7 6	24393 5 5	38572 90 39
FAC MIX					
PCT: 0.32	0.28	0.34	0.08	0.06	1.00
SALARY					
FACTOR: 0.85	0.94	0.93	0.98	0.87	0.89
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX					
PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 75 of the 188 public institutions. The average salary of the 528 faculty was \$38,502. This average salary was approximately .7 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of special education was reported in 76 of the same 188 public institutions. The average salary of the 517 faculty was \$41,857. This average salary was approximately 2.1 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of special education after three years in the public institutions studied was 8.7 percent (\$41,857 minus \$38,502 equals \$3,355). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of special education (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (10.2% minus 8.7% equals 1.5%) more than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is 34 percent

vs. 31 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (24/528) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 6.8 percent (35/517) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 42 of the 297 private institutions. The average salary of the 115 faculty was \$35,328. This average salary was 6.6 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of special education was reported in 39 of the same 297 private institutions. The average salary of the 90 faculty was \$38,572. This average salary was 11.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 9.2 percent (\$38,572 minus \$35,328 equals \$3,244). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 3.7 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of special education (11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in special education.

In the discipline/major field of special education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25 percent vs. 34 percent (1989-90), respectively; and 32 percent vs. 34 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (7/115) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.8 percent (7/90) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,250 (.9%) faculty in the discipline/major field of speical education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188

public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of special education in 1989-90 in the public and private studies were 1 percent below and 6 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in special education in 1992-93 in the public and private studies were 2 percent below and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in special education in the public institutions received an annual salary increase of 1.4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of special education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, but they are lower in the two private studies.

Finally, the hiring rate of new assistant professors in special education in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate is higher for both studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of special education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Thalia Coleman is an associate professor of language, reading and exceptionalities at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including speech pathology and audiology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of speech pathology and audiology in the CIP is as follows:

An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], pp. 169-170--51.0204).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology and audiology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of speech pathology and audiology in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of speech pathology and audiology in the 1989-90 public study means that their average salary is equal to the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY					
PUBLIC, 1989-90:					
AVERAGE SALARY: 47971 110 43	38633 105 37	30661 97 42	30544 15 13	24352 25 15	38327 337 52
FAC MIX PCT: 0.33	0.31	0.29	0.04	0.07	1.00
SALARY FACTOR: 1.01	1.00	0.96	0.99	1.00	0.99
ALL MAJOR FIELDS					
AVERAGE SALARY: 47675 14459	38628 11578	31938 12067	30892 2249	24285 3029	38789 41133 188
FAC MIX PCT: 0.35	0.28	0.29	0.05	0.07	1.00
PUBLIC, 1992-93:					
AVERAGE SALARY: 53414 105 44	41644 107 42	34609 118 43	34115 17 15	27566 35 21	41405 365 54
FAC MIX PCT: 0.29	0.29	0.32	0.05	0.10	1.00
SALARY FACTOR: 1.02	0.98	0.97	1.00	1.04	0.97
ALL MAJOR FIELDS					
AVERAGE SALARY: 52457 14885	42528 12077	35529 12869	34198 1862	26557 3029	42746 42860 188
FAC MIX PCT: 0.35	0.28	0.30	0.04	0.07	1.00
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY					
PRIVATE, 1989-90:					
AVERAGE SALARY: 49370 19 11	37447 29 12	32182 29 11	31500 4 3	24652 9 5	36966 86 19
FAC MIX PCT: 0.22	0.34	0.34	0.05	0.10	1.00
SALARY FACTOR: 1.04	1.01	1.04	1.05	1.00	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 47390 8138	37041 8025	30809 8093	29894 1382	24640 1447	37657 25703 297
FAC MIX PCT: 0.32	0.31	0.31	0.05	0.06	1.00
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY					
PRIVATE, 1992-93:					
AVERAGE SALARY: 55558 20 12	40306 18 8	34563 16 9	36000 1 1	29588 8 6	42361 62 17
FAC MIX PCT: 0.32	0.29	0.26	0.02	0.13	1.00
SALARY FACTOR: 1.03	0.95	0.98	1.08	1.06	0.98
ALL MAJOR FIELDS					
AVERAGE SALARY: 54149 8627	42539 8327	35164 8585	33342 1122	27900 1349	43175 26888 297
FAC MIX PCT: 0.32	0.31	0.32	0.04	0.05	1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 52 of the 188 public institutions. The average salary of the 337 faculty was \$38,327. This average salary was approximately 1.2 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of speech pathology and audiology was reported in 54 of the same 188 public institutions. The average salary of the 365 faculty was \$41,405. This average salary was approximately 3.2 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology after three years in the public institutions studied was 8 percent (\$41,405 minus \$38,327 equals \$3,078). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of speech pathology and audiology (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8% equals 2.2%) more than faculty in the discipline/major field of speech pathology and audiology.

The reader may note that the faculty mix percentage in speech pathology and audiology is higher at the professor rank than at the assistant professor rank

in the 1989-90 study: 33 percent vs. 29 percent, and in the 1992-93 study it is lower at 29 percent vs. 32 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (15/337) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (17/365) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 19 of the 297 private institutions. The average salary of the 86 faculty was \$36,966. This average salary was 1.9 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of speech pathology and audiology was reported in 17 of the same 297 private institutions. The average salary of the 62 faculty was \$42,361. This average salary was 1.9 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in speech pathology and audiology after three years in the private institutions studied was 14.6 percent (\$42,361 minus \$36,966 equals \$5,395). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of speech pathology and audiology (14.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (14.7% minus 14.6% equals .1.4%) more faculty in speech pathology and audiology.

In the discipline/major field of speech pathology and audiology, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 22 percent vs. 34 percent, respectively; and it is higher in the 1992-93 study: 32 percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology and audiology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (4/86) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 1.6 percent (1/62) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline-major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A

total of 850 (.6%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology in 1989-90 in the public and private studies were 1 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in speech pathology and audiology in 1992-93 in the public and private studies were 3 percent below and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in the discipline/major field of speech pathology and audiology the professor rank FAC MIX PCTs are higher than in the assistant professor rank in the 1989-90 study and lower in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are lower in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the 1989-90 public study is lower than in ALL MAJOR FIELDS. In the 1992-93 study the hiring rate is higher than in ALL MAJOR FIELDS. The hiring rate is lower than in ALL MAJOR FIELDS for both private study years.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of speech pathology and audiology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Mary Ruth Sizer is a clinical audiologist in the Department of Language, Reading, and Exceptionalities at Appalachian State University.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (TN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Marshall Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (MI)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN
TEACHER EDUCATION
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including teacher education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of teacher education in the CIP is as follows:

A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 80--13.13).]

This article presents a summary of the overall average salary increases in the discipline/major field of teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188

institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of teacher education in the 1989-90 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 44905	469	70	36750	310	68
FAC MIX			30009	366	74
PCT: 0.39			28777	92	43
SALARY			0.08		
FACTOR: 0.94			0.06		
			1.00		
			0.96		
DISCIPLINE: EDUCATION					
MAJOR FIELD: TEACHER EDUCATION					
AVERAGE					
SALARY: 47675	14459		38628	11578	
FAC MIX			31938	12067	
PCT: 0.35			30892	2249	
			24285	3029	
			38789	41133	188
			0.07		
			1.00		
ALL MAJOR FIELDS					
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 49239	224	48	40212	209	48
FAC MIX			34160	296	48
PCT: 0.27			31167	37	22
SALARY			0.04		
FACTOR: 0.94			0.12		
			1.00		
			0.91		
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457	14885		42528	12077	
FAC MIX			35529	12869	
PCT: 0.35			34198	1862	
			26557	3029	
			42746	42860	188
			0.07		
			1.00		
DISCIPLINE: EDUCATION					
MAJOR FIELD: TEACHER EDUCATION					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 39794	113	55	32067	148	69
FAC MIX			26855	156	71
PCT: 0.26			26957	29	25
SALARY			0.07		
FACTOR: 0.84			0.05		
			0.05		
			0.89		
			0.84		
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390	8138		37041	8025	
FAC MIX			30809	8093	
PCT: 0.32			29894	1382	
			24640	1447	
			37657	25703	297
			0.06		
			1.00		
DISCIPLINE: EDUCATION					
MAJOR FIELD: TEACHER EDUCATION					
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 45618	68	36	36605	99	48
FAC MIX			31663	114	52
PCT: 0.23			30741	22	18
SALARY			26691	17	13
FACTOR: 0.84			36205	298	66
			1.00		
			0.84		
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149	8627		42539	8327	
FAC MIX			35164	8585	
PCT: 0.32			33342	1122	
			27900	1349	
			43175	26888	297
			0.05		
			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 77 of the 188 public institutions. The average salary of the 1,214 faculty was \$37,153. This average salary was approximately 4.4 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of teacher education was reported in 55 of the same 188 public institutions. The average salary of the 824 faculty was \$38,913. This average salary was approximately 9.9 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of teacher education after three years in the public institutions studied was 4.7 percent (\$38,913 minus \$37,153 equals \$1,760). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in teacher education average faculty salaries over the three-year period by 8.2 percent or an average of 2.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of teacher education (4.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.5 percent (10.2% minus 4.7% equals 5.5%) more than faculty in the discipline/major field of teacher education.

The reader may note that the faculty mix percentage in teacher education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 39 percent vs. 30 percent, and in the 1992-93 study the faculty mix

percentage is lower at the professor rank than at the assistant professor rank: 27 percent vs. 36 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7.6 percent (92/1,214) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.5 percent (37/824) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 87 of the 297 private institutions. The average salary of the 441 faculty was \$31,645. This average salary was 19 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of teacher education was reported in 66 of the same 297 private institutions. The average salary of the 298 faculty was \$36,205. This average salary was 19.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in teacher education after three years in the private institutions studied was 14.4 percent (\$36,205 minus \$31,645 equals \$4,560). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of teacher education (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in teacher education.

In the discipline/major field of teacher education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 35 percent (1989-90), respectively; and 23 percent vs. 38 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.6 percent (29/441) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.4 percent (22/298) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,777 (2%) faculty in the discipline/major field of teacher education participated and were included in the 39 disciplines/major fields in each of the four stu-

dies and in the overall total of 136,584 participating faculty. The same 188 public instituitons and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of teacher education in 1989-90 in the public and private studies were 4 percent below and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in teacher education in 1992-93 in the public and private studies were 9 percent below and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of 2.7 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of teacher education the professor rank FAC MIX PCTs are higher in the 1989-90 public study and lower in the 1992-93 public study. In the private studies the professor rank is lower than in the assistant professor rank.

Finally, the hiring rate of new assistant professors in teacher education in the 1989-90 and 1992-93 public and private studies is higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Doris V. Banner is a professor of education at Gardner-Webb University, Boiling Springs, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NY)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MD)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS
FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of visual and performing arts in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of visual and performing arts in the 1989-90 public study means that their average salary is 9 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
PUBLIC, 1989-90:					
AVERAGE					
SALARY: 43613 168	53	34977 183	51	28716 214	60 26102 29 15 24624 45 24 34395 610 69
FAC MIX					
PCT: 0.28		0.30	0.35	0.05	0.07 1.00
SALARY					
FACTOR: 0.91		0.91	0.90	0.84	1.01 0.89
DISCIPLINE: VISUAL & PERFORMING ARTS					
MAJOR FIELD: VISUAL & PERFORMING ARTS					
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47675 14459		38628 11578		31938 12067	30892 2249 24285 3029 38789 41133 188
FAC MIX					
PCT: 0.35		0.28	0.29	0.05	0.07 1.00
PUBLIC, 1992-93:					
AVERAGE					
SALARY: 49278 179	44	39752 207	49	32186 216	48 29445 18 11 25814 29 14 39223 631 58
FAC MIX					
PCT: 0.28		0.33	0.34	0.03	0.05 1.00
SALARY					
FACTOR: 0.94		0.93	0.91	0.86	0.97 0.92
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 52457 14885		42528 12077		35529 12869	34198 1862 26557 3029 42746 42860 188
FAC MIX					
PCT: 0.35		0.28	0.30	0.04	0.07 1.00
<hr/>					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 43132 96	40	33265 133	48	27440 142	48 28900 20 13 23684 22 16 33034 393 75
FAC MIX					
PCT: 0.24		0.34	0.36	0.05	0.06 1.00
SALARY					
FACTOR: 0.91		0.90	0.89	0.97	0.96 0.88
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47390 8138		37041 8025		30809 8093	29894 1382 24640 1447 37657 25703 297
FAC MIX					
PCT: 0.32		0.31	0.31	0.05	0.06 1.00
PRIVATE, 1992-93:					
AVERAGE					
SALARY: 50948 78	33	39056 116	44	31263 105	44 31046 13 7 27857 17 14 38799 316 65
FAC MIX					
PCT: 0.25		0.37	0.33	0.04	0.05 1.00
SALARY					
FACTOR: 0.94		0.92	0.89	0.93	1.00 0.90
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 54149 8627		42539 8327		35164 8585	33342 1122 27900 1349 43175 26888 297
FAC MIX					
PCT: 0.32		0.31	0.32	0.04	0.05 1.00

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 69 of the 188 public institutions. The average salary of the 610 faculty was \$34,395. This average salary was approximately 12.8 percent lower than the average salary of \$38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of visual and performing arts was reported in 58 of the same 188 public institutions. The average salary of the 631 faculty was \$39,223. This average salary was approximately 9 percent lower than the average salary of \$42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of visual and performing arts after three years in the public institutions studied was 14 percent (\$39,223 minus \$34,395 equals \$4,828). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent (\$42,746 minus \$38,789 equals \$3,957). In comparison to the discipline/major field of visual and performing arts (14%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (14% minus 10.2% equals 3.8%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank in

the 1989-90 study: 28 percent vs. 35 percent, and in the 1992-93 study it is 28 percent vs. 34 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.8 percent (29/610) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.9 percent (18/631) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 75 of the 297 private institutions. The average salary of the 393 faculty was \$33,034. This average salary was 14 percent lower than the average salary of \$37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of visual and performing arts was reported in 65 of the same 297 private institutions. The average salary of the 316 faculty was \$38,799. This average salary was 11.3 percent lower than the average salary of \$43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 17.5 percent (\$38,799 minus \$33,034 equals \$5,765). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time

period, is 4.6 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent (\$43,175 minus \$37,657 equals \$5,518). In comparison to the discipline/major field of visual and performing arts (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (17.5% minus 14.7% equals 2.8%) less than faculty in visual and performing arts.

In the discipline/major field of visual and performing arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 24 percent vs. 36 percent (1989-90), respectively; and 25 percent vs. 33 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was equal to the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (20/393) vs. 5.1 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4.1 percent (13/316) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,950 (1.4%) faculty in the discipline/major field of visual and performing

arts participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of visual and performing arts in 1989-90 in the public and private studies were 11 percent below and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in visual and performing arts in 1992-93 in the public and private studies were 8 percent below and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of .4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in visual and performing arts in the 1989-90 and 1992-93 public studies is lower than that in ALL MAJOR FIELDS. In the private studies the hiring rate is equal to that in ALL MAJOR FIELDS in 1989-90 and lower than in 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of visual and performing arts is being developed, it is anticipated that this current information will be a valua-

ble reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A
OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGY
ANTHROPOLOGY	HISTORY
BIOLOGICAL SCIENCES/LIFE SCIENCES	HOME ECONOMICS
BUSINESS ADMINISTRATION AND MANAGEMENT	LIBRARY SCIENCE
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	MATHEMATICS
BUSINESS/MANAGERIAL ECONOMICS	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MARKETING AND MARKETING MANAGEMENT	NURSING (R.N. TRAINING)
CHEMISTRY	PHILOSOPHY AND RELIGION
COMMUNICATIONS	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CURRICULUM AND INSTRUCTION	POLITICAL SCIENCE AND GOVERNMENT
DRAMA/THEATER ARTS	PROTECTIVE SERVICES
ECONOMICS	PSYCHOLOGY
EDUCATION	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES
ENGINEERING-RELATED TECHNOLOGIES	SOCIOLOGY
ENGLISH LANGUAGES AND LITERATURES/LETTERS	SPECIAL EDUCATION
FOREIGN LANGUAGES AND LITERATURES	SPEECH PATHOLOGY AND AUDIOLOGY
GEOGRAPHY	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwest College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University of Pennsylvania (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Morehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Canisius College (NY)
Adelphi University (NY)	Cardinal Stritch College (WI)
Adrian College (MI)	Caribbean University (PR)
Agnes Scott College (GA)	Carlow College (PA)
Alaska Pacific University (AK)	Catawba College (NC)
Albertus Magnus College (CT)	Cedar Crest College (PA)
Albion College (MI)	Centenary College of Louisiana (LA)
Alfred University (NY)	Central College (IA)
Allenton College of St. Francis de Sales (PA)	Central Wesleyan College (SC)
Alma College (MI)	Christ College Irvine (CA)
Alvernia College (PA)	Christian Brothers University (IN)
Alverno College (WI)	Clarke College (IA)
Amherst College (MA)	Coker College (SC)
Anna Maria College (MA)	Colby-Sawyer College (NH)
Aquinas College (MI)	College of Mount Saint Vincent (NY)
Arkansas College (AR)	College of Saint Mary (NE)
Asbury College (KY)	College of St. Catherine (MN)
Ashland University (OH)	College of St. Scholastica (MN)
Assumption College (MA)	College Misericordia (PA)
Augustana College (IL)	Concordia College (MN)
Aurora University (IL)	Concordia College (NY)
Avila College (MO)	Concordia Teachers College (NE)
Azusa Pacific University (CA)	Cornell College (IA)
Babson College (MA)	Covenant College (GA)
Baldwin-Wallace College (OH)	Creighton University (NE)
Barry University (FL)	D'Youville College (NY)
Beaver College (PA)	Dakota Wesleyan University (SD)
Bellarmine College (KY)	Daniel Webster College (NH)
Benedictine College (KS)	David Lipscomb University (TN)
Bennett College (NC)	Davidson College (NC)
Bentley College (MA)	DePaul University (IL)
Berry College (GA)	Dickinson College (PA)
Bethel College (IN)	Doane College (NE)
Bethel College (MN)	Dominican College (NY)
Birmingham-Southern College (AL)	Drake University (IA)
Bluefield College (VA)	Drew University (NJ)
Boston University (MA)	Drexel University (PA)
Bradford College (MA)	Drury College (MO)
Bradley University (IL)	Duquesne University (PA)
Brandeis University (MA)	Eastern Mennonite College & Seminary (VA)
Brenau University (GA)	Eckerd College (FL)
Brescia College (KY)	Edgewood College (WI)
Briar Cliff College (IA)	Elizabethtown College (PA)
Bridgewater College (VA)	Elmira College (NY)
Bryn Mawr College (PA)	Emerson College (MA)
Bucknell University (PA)	Emory & Henry College (VA)
Caldwell College (NJ)	Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum Collégé (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown Collégé (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon Collégé (MA)
Goshen Collégé (IN)
Grinnell Collégé (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg Collégé (OH)
Hiram Collégé (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names Collégé (CA)
Iona Collégé (NY)
John Carroll University (OH)
Judson Collégé (AL)
Juniata College (PA)
Kalamazoo Collégé (MI)
Kenyon Collégé (OH)
King's Collégé (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest Collégé (IL)
Lakeland Collégé (WI)
Lebanon Valley Collégé of Pennsylvania (PA)
Lenoir-Rhyne Collégé (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield Collégé (OR)
Loras Collégé (IA)
Louisiana Collégé (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther Collégé (IA)
Lycoming Collégé (PA)
Lynchburg Collégé (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan Collégé (NY)
Marian College of Fond du Lac (WI)
Marietta Collégé (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount Collégé Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith Collégé (NC)
Merrimack Collégé (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian Collégé (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's Collégé (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann Collégé (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein Collégé (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont Collégé (GA)
Pikeville Collégé (KY)
Point Park Collégé (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (IN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297